

NRO REVIEW COMPLETED

[REDACTED]
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13 AUG 1963

MEMORANDUM FOR: Deputy Director (Science and Technology)

SUBJECT : OSA Staffing - Manning Requirements

1. This paper is submitted as a resume and explanation of the actions undertaken by OSA to support its critical manning requirements.

2. Critical Manning Areas

OSA's critical manning requirements are [REDACTED] the OXCART forward bases and the Edwards detachment. The critical manning at these sites involves military personnel, almost exclusively.

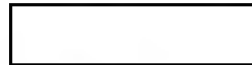
3. Background

In a series of actions starting back as far as the winter of 1962 and ending in April of 1963 OSA reviewed its personnel posture and requisitioned all but a scattering of the military details required to meet its operational readiness dates.

The above military personnel requirements were incorporated in OSA's request for an authorized strength of [REDACTED] and constituted [REDACTED] increase involved. When OSA's strength was approved at [REDACTED] instead, it was with the understanding that although the door had been left open, redress should be deferred until OSA's on-duty-strength approached its new ceiling.

Because of the lengthy lead time involved in the procurement of military personnel, operational ready dates could not be met if we had deferred our personnel requisition actions until we either approached [REDACTED] ceiling figure or had proven to all parties concerned the soundness of the operating concepts upon which our manning requirements were based.

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In essence, our action was in technical violation of the rule that personnel requisitioning should be accomplished only if accommodating positions and ceiling exist. In recognition of this fact, our actions were tempered to assure that:

- a.) The military manning requirements we were meeting were in fact critical; and
- b.) No irrevocable commitment was made to any individual without accommodating ceiling.

4. Processing Time

A comfortable lead time for EODing a military detail is 11 months. An uncomplicated case runs anywhere from 7½ to 9 months. With excellent support from cognizant offices this lead time has been substantially reduced and we have every expectation that it will be reduced further. However, in view of this lead time and if we had deferred personnel requisitions until we had accommodating position and ceiling, we would not have been EODing required manning [redacted] and the ONCART forward bases until the spring of 1964 at the earliest. Because of our earlier action in December of 1962 and April of 1963, needed personnel are, have, and will be reporting to these sites and we contemplate almost full manning for them by the end of the year.

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5. Other Manning Areas of Concern

Under the terms of our authorized strength approval we have technically been admonished not to take action to fill vacancies where no position has been approved. However, a valid requirement exists for certain Headquarters personnel now. To accommodate these individuals we have had to resort to the practice of double slotting. However, we have gone slow in this area to assure that we would not open ourselves to the charge that our trouble is not ceiling but improper use of available ceiling.

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6. Unforeseen Manning Obligations

In the preparation of our [REDACTED] proposal we did all within our power to reduce the Agency's manning burden by seeking manning aid from the USAF. This was approached with caution to assure that we did not lose effective control over key personnel. Two areas were selected for USAF manning and involved a total of [REDACTED]. A commitment was obtained from Colonel Geary that he would provide manning for these spaces. To this point implementing this commitment has proven fruitless and we have already EODed [REDACTED] personnel against our ceiling and are requisitioning the [REDACTED] to EOD in late December 1963. In connection with these [REDACTED] it has been suggested by members of Colonel Geary's staff that they be absorbed by the [REDACTED] which will be made available when the Supply Depot manning responsibility is transferred from the Agency to the USAF. This swap seems reasonable if we can get authority to accomplish it. The actual transfer of the Depot is so far as it will affect our manning totals is about 6 months downstream at this time.

7. A summary of OSA's manning posture as a result of the above actions is attached.

[REDACTED]

JACK C. LEDFORD
Colonel USAF
Assistant Director
(Special Activities)

Attachment: Manning Posture Summary

PE/OSA: [REDACTED] (23 Aug. 63)

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